

Using an Interactive CD ROM for Training in Motivational Interviewing (Negotiation) and Stages of Change

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Interactive CD ROM for Stage of Change(SOC)/ Motivational Negotiation (MN) Training

- OBJECTIVE of this session is for participants to:
 - List several advantages of using an interactive CD ROM to train WIC clinic staff

Interactive CD ROM for Training

- Internet has many CD ROM tools promoted for training
- Used to train complex procedures and equipment
- Very flexible as can be seen when we show a clip from the SOC/ MN CD ROM

Training Question - What is your biggest challenge in training staff?

Time

Staff interest

Technology

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Training Question - What methods do you use to train staff?

- Self-directed
- Facilitated Group Discussion
- On Line Training
- Satellite Training

'WIC Client Centered Counseling -- Stages of Change Training in WIC— CD ROM for Self-Instruction'

- Features:
 - Video clips (vignettes) of nutrition counseling sessions
 - Quiz for each unit

Client Centered Counseling/ Stages of Change Self-Instruction CD ROM

- CD-ROM is Self-instructional, Self-paced and Interactive

- Trains about stage-of-change counseling and nutrition education
- Targeted to local WIC agency nutrition educators, nutrition and health professionals

Client Centered Counseling/ Stages of Change CD ROM Development - Partnership Between

- Michigan's WIC Program
- Western Michigan University
- Funded by USDA Midwest Region Infrastructure Grant



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Client Centered Counseling/ Stages of Change Self-Instruction CD ROM

- Three distinct "units" of learning:
 - Overview of Stages of Change (SOC) principles and concepts
 - Overview of Motivational Negotiation (MN) and counseling techniques with Vignettes applying MN generically
 - Application of MN techniques across SOC model with vignettes

Client Centered Counseling/ Stages of Change Self-Instruction CD ROM

- The third application unit "Putting it All Together" has twelve vignettes applying MN techniques to specific stages in counseling sessions to:
 - Help identify client SOC
 - Present stage specific needs and issues
 - Identify counseling issues and ways to help the client move toward a more active stage

Client Centered Counseling/ Stages of Change Self-Instruction CD ROM

- Objective:

-Understand the stages of change and motivational negotiation in the context of counseling in the WIC setting

Client Centered Counseling/ Stages of Change Self-Instruction CD ROM

- Sub-Objectives:

- State the five stages of the Transtheoretical Model of Stage of Change
- Relate an example for each Stage of Change
- Describe the six types of interaction in Motivational Negotiation

Client Centered Counseling/ Stages of Change Self-Instruction CD ROM

- Sub-Objectives:

- Explain how Motivational Negotiation is applied to counseling a WIC participant at two stages of change
- Identify two counseling issues and ways to help the client move toward a more active stage of change

Interactive CD ROM for Training -- Video Clips

- Open ended questions
- Reflective listening (2 clips)
- Clarifying
- Dealing with resistance (4 clips)
- Discrepancy
- Ambivalence
- Negotiation
- Entire encounter reviewed

Benefits of Using SOC Model & MN with Clients

- More realistic expectations
- Greater recognition of small client accomplishments
- Greater success over time
- Less client & counselor frustration



Benefits of Learning With CD ROM

- Staff can learn during down time
- Greater success over time
- Training time issues lessened
- Vignettes accurately portray client/ staff interaction

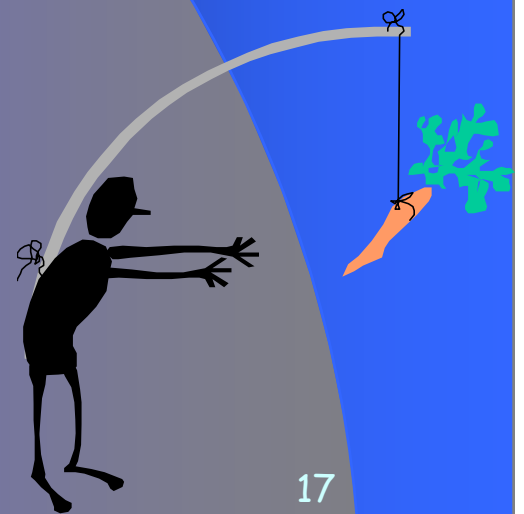


Benefits of Learning With CD ROM

- Easy to use
- Helpful to see strategy
- Can repeat until strategy is learned

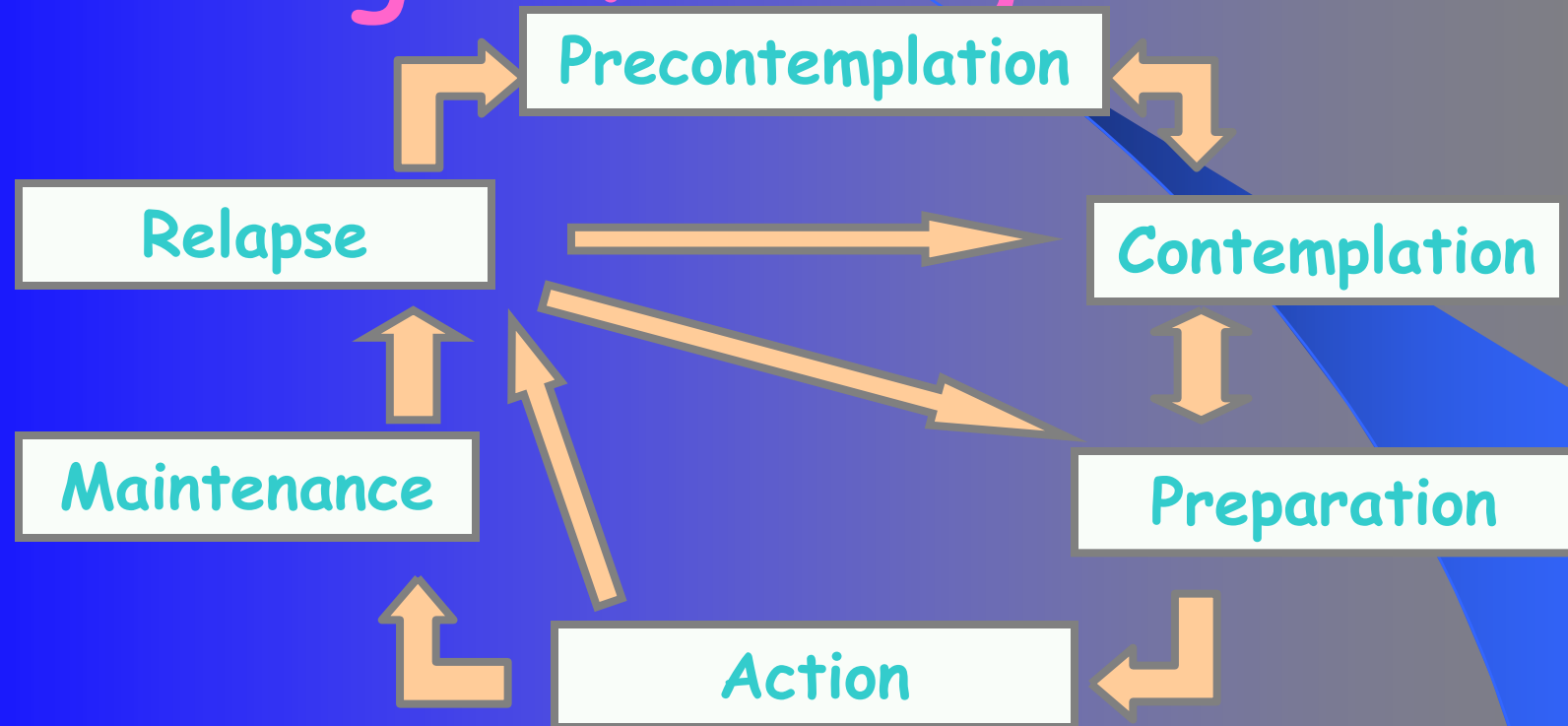
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MI Trains with Background

Stage of Change Model



MI Trains with Background Goals by Stage

Relapse
Precontemplation
Contemplation

Build commitment
to change

Preparation
Action
Maintenance

Create, implement, and
refine plan for change

MI Trains with Background On Use of MN Skills to:

- Provide information
- Bolster self-efficacy
- Develop discrepancy between current behavior & future goals
- Elicit self-motivational statements from clients



MI Trains with MN & SOC Background

- Key MN Skills
 - Staging & Open-ended questions
 - Reflective listening
 - Clarifying
 - Dealing with resistance



MI Trains with MN & SOC Background

- Key MN Skills
 - Exploring ambivalence
 - Negotiating
 - Eliciting self-motivational statements



MI Trains with a WIC Case Study

- Practice SOC
- CPA Response
- MN Techniques



Interactive CD ROM for Training - Evidence-Based Success

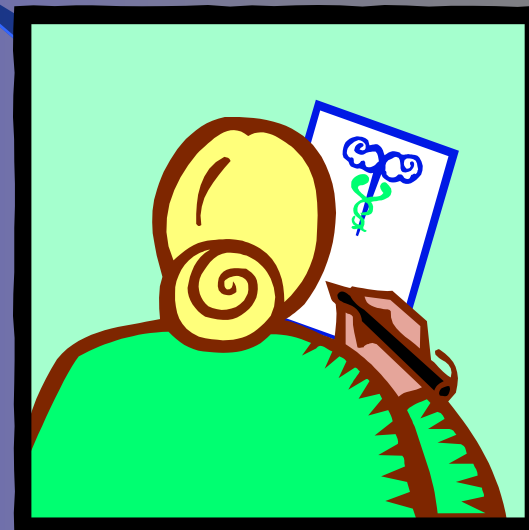
- Of Local Agencies polled – 50% had used
- Staff trained – RDs, CPAs, Nutritionists, Dietetic Interns, Clerks
- In 10 Agencies, 70 staff in MI trained with CD
- Time to use -- 30 min to 2 hours – average 1 hour
- 75% of use is individual



Interactive CD ROM for Training

- Evidence-Based Success

- Barriers to use
 - Time ***
 - Technology
- Number of other states using, but not polled
- Will study counselor MN skills in future work



Interactive CD ROM for Training

- Introduction
- Putting It All Together

CD Rom

Interactive CD ROM for Training

- Resources

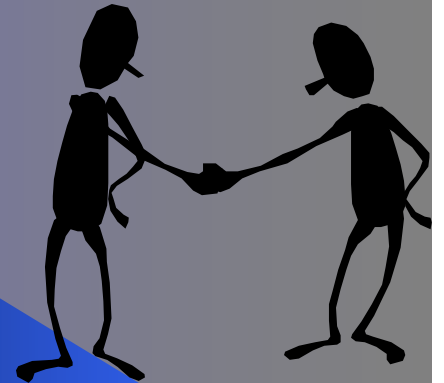
- TRAINING THE CD-ROM WAY, SJ Simurda, International Business, 2/96, found at <http://www.umass.edu/journal/faculty/steve/bizarticles/cd-rom%20training.html>



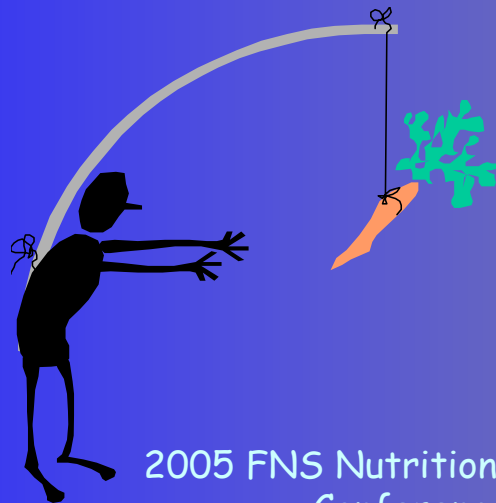
CD ROM: WIC Client Centered Counseling



- Thank you.
- Questions?



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